What's New in DCHRMS

Second Edition
February 4, 2019

DCHRMS
Defense Civilian Management System

Did You Know In DCHRMS...

- What's New:
  - DCPAS has completed the DCHRMS Design Workshops to the include the alternate personnel systems and local nationals (LNs)
  - Representation was from across the DoD Enterprise including all Components (Army, Navy, Air Force, 4th Estate, NAFs)
  - Provided recap of the processes discussed to date in the DCHRMS environment; presented the progress on configuration; recapped, reinforced and validated decisions made to date; and continued discussions on functional design

- Key Decisions:
  - Decisions on foundational structures was established
  - Validated security roles, permissions and areas of responsibilities
  - Defined requirements for Employee Self-Service and Talent Profile
  - Defined requirements related to "Manage person," "manage employment" and compensation structures

Did You Know In DCHRMS…

- Key Takeaways:
  - The DCHRMS design includes consolidating Actions across NAF, AF, and LN and reduces the number of actions a user has to sift through when submitting transactions
  - As the system matures, there will be more validation and increased data integrity
  - For all business processes, will rely on what is published by OPM and driven by law
  - Creating efficiencies by standardizing HR business processes across the DoD enterprise

- What's Next:
  - Establish/form Working Groups in support of strategic communications, change management, testing, training, and deployment
  - Continue DCPDS data review and mapping
  - Continue defining and communicating future state terminology
  - Special Workshop/Tiger Team to finalize functional requirements